

What is claimed is:

1. A system for identifying a business organization transformation opportunity, comprising:

a controller programmed for receiving at the system a plurality of business organization data inputs, analyzing at least one of the business organization data inputs in accordance with at least one industry threshold, and modeling a business organization transformation opportunity scenario with respect to a particular function of the business organization responsive to the analysis;

a storage device coupled with the controller for storing at least one business organization data input received at the controller; and

a user interface coupled with the controller for receiving and presenting data and information to a user of the business opportunity indicator.

2. The system of claim 1, wherein the controller being programmed for modeling a business organization transformation opportunity scenario includes the controller being programmed for modeling a business organization human resources transformation scenario.

3. The system of claim 1, wherein the controller being programmed for modeling a business organization transformation opportunity scenario includes the controller being programmed for modeling a business organization transformation scenario including at least one of a broad-outsourcing transformation scenario, an internal transformation scenario, and a mixed outsourced and internal transformation scenario.

4. The system of claim 1, wherein the controller is further programmed for providing a cost savings estimate corresponding to implementation of the modeled transformation scenario.

5. The system of claim 1, wherein the controller being programmed to receive at least one business organization data input includes the controller being programmed to receive at least one of the plurality of business organization data inputs from a survey.

6. The system of claim 5, wherein the controller being programmed to receive at least one of the plurality of business organization data inputs from a survey includes the controller for being programmed for receiving at least one of the plurality of business organization data inputs from an HTML survey.

7. The system of claim 1, wherein the controller includes a microprocessor for executing programmed code stored at the storage device.

8. The system of claim 7, wherein the programmed code is a spreadsheet for execution on a spreadsheet program.

9. The system of claim 1, wherein the at least one industry threshold includes information regarding at least one of a number of employees desired for performing a particular function of the business organization, cost information for transforming the particular function, labor information for transforming the particular function, and technology information for transforming the particular function.

10. A system for human resource transformation analysis, comprising:  
means for receiving information associated with a plurality of financial and business organization function-based metrics of a business organization;  
means for providing responses to a set of queries associated with the metrics;  
means for comparing at least one metric at least one with industry threshold for an industry associated with the business organization; and

means for modeling a transformation scenario with respect to a particular function of the business organization responsive to the means for comparing.

11. The system of claim 10, wherein the business organization function-based metrics include business organization human resources function metrics.

12. The system of claim 10, further comprising means for determining a savings estimate for the business organization if the modeled transformation scenario is adopted.

13. The system of claim 10, further comprising:  
means for identifying a plurality of differences between the metrics and the industry thresholds;

wherein the means for modeling the transformation scenario includes means for modeling the transformation scenario responsive to at least one of the plurality of differences between the metrics and the industry thresholds.

14. The system of claim 10, wherein the at least one industry threshold includes information regarding at least one of a number of employees desired for performing a particular function of the business organization, cost information for transforming the particular function, labor information for transforming the particular function, and technology information for transforming the particular function.

15. A memory embodied on a computer readable media programmed for use on a suitable processor and capable of modeling a business organization transformation scenario, the memory comprising:

a first memory portion programmed for receiving a plurality of business organization data inputs;

a second memory portion programmed for analyzing at least one of the business organization data inputs in accordance with at least one industry threshold; and

a third memory portion programmed for modeling a business organization transformation opportunity scenario with respect to a particular function of the business organization responsive to the analysis.

16. The memory of claim 15, wherein the third memory portion programmed for modeling a business organization transformation opportunity scenario includes being programmed for modeling a business organization human resource transformation opportunity scenario responsive to the analysis.

17. The memory of claim 15, wherein the third memory portion programmed for modeling a business organization transformation opportunity scenario includes being programmed for modeling at least one of a broad-outsourcing, internal, and mixed outsourcing and internal transformation scenario responsive to the analysis.

18. The memory of claim 15, further comprising a fourth memory portion programmed for providing a savings estimate for the business organization if the modeled transformation scenario is implemented.

19. The memory of claim 15, wherein the second memory portion being programmed to analyze at least one business organization data input in accordance with an industry threshold includes the second memory portion being programmed to analyze at least one of the business organization data inputs in accordance with information including at least one of a number of employees desired for performing a particular function of the business organization, cost information for transforming the particular function, labor information for transforming the particular function, and technology information for transforming the particular function.

20. A method of identifying a business organization transformation opportunity using a software tool operating on a computer, comprising:

receiving at the software tool a plurality of business organization data inputs;

analyzing at least one of the business organization data inputs in accordance with at least one industry threshold; and

modeling a business organization transformation opportunity scenario with respect to a particular function of the business organization responsive to the analysis.

21. The method of claim 20, wherein the receiving business organization data inputs includes receiving data including at least one of current general client data, client growth rate assumptions, client human resource operating cost data, client activity analysis information, and implementation cost estimate assumptions.

22. The method of claim 20, wherein the receiving a plurality of business organization data inputs includes receiving at least one business organization input from a user entering the at least one business organization data input at the software tool.

23. The method of claim 20, wherein the receiving a plurality of business organization data inputs includes receiving at least one business organization input from a tool related to the software tool.

24. The method of claim 23, wherein the receiving at least one business organization input from the related tool includes receiving at least one business organization input from an HTML survey.

25. The method of claim 24, wherein the receiving at least one business organization input from an HTML survey includes prompting a user of the HTML survey for at least one of the business organization data inputs.

26. The method of claim 23, further comprising providing to the software tool the at least one business organization data input received at the related tool.

27. The method of claim 26, wherein the providing to the software tool the at least one business organization data input received at the related tool includes:  
receiving at a database the at least one business organization data input; and  
receiving at the software tool the at least one business organization data input from the database.

28. The method of claim 26, wherein the providing to the software tool the at least one business organization data input received at the related tool includes:  
generating a related tool report responsive to at least one business organization data input received at the related tool; and  
entering information regarding at least one business organization data input from the related tool report at the software tool.

29. The method of claim 20, wherein the analyzing the at least one of the business organization data inputs in accordance with at least one industry threshold includes:  
generating at the software tool current metric information indicating a current state of the business organization; and  
generating at the business organization opportunity indicator end-state summary information indicating a state of the business organization if a modeled transformation scenario is initiated.

30. The method of claim 20, wherein the modeling the business organization transformation opportunity scenario includes modeling at least one of a broad-outsourcing transformation scenario, internal transformation scenario, and a mixed transformation scenario for the particular function of the business organization.

31. The method of claim 30, wherein:

modeling the broad-outsourcing transformation scenario includes modeling the broad-outsourcing transformation scenario to outsource at least a pre-selected upper bound of a particular function of the business organization;

modeling the mixed transformation scenario includes modeling the mixed transformation scenario to outsource between a pre-selected lower bound and the pre-selected upper bound of the particular function of the business organization;  
and

modeling the internal transformation scenario includes modeling the internal transformation scenario to outsource less than the pre-selected lower bound of the particular function of the business organization.

32. The method of claim 31, wherein the modeling of the at least one of a broad-outsourcing transformation scenario and a mixed transformation scenario for the particular function of the business organization includes outsourcing at least one sub-function of the particular function of the business organization.

33. The method of claim 31, wherein the modeling of the at least one of the mixed and internal transformation scenarios includes internally restructuring at least some of a remaining portion of the particular function of the business organization.

34. The method of claim 33, wherein the restructuring of the at least one of the mixed and internal transformation scenarios for the particular function of the

business organization includes restructuring at least one sub-function of the particular function of the business organization.

35. The method of claim 20, wherein the modeling the business organization transformation opportunity scenario with respect to a particular function of the business organization includes modeling a human resources business organization transformation opportunity scenario.

36. The method of claim 20, wherein the modeling the business organization transformation opportunity scenario with respect to a particular function of the business organization comprises modeling the business organization transformation opportunity scenario including model information regarding at least one sub-function of the particular function.

37. The method of claim 36, wherein the particular function is a human resource function, and the modeling the business organization transformation opportunity scenario including model information regarding at least one sub-function of the particular function includes modeling the business organization transformation opportunity scenario including information regarding at least one of a recruiting, time and attendance, training and development, performance management, compensation and benefits, employee relations, organization effectiveness, human resources management, knowledge management, human resources information systems and reporting, payroll and vendor management sub-function of the human resource function.

38. The method of claim 20, further comprising:  
providing a cost-savings estimate corresponding to use of a modeled business organization transformation opportunity scenario.

39. The method of claim 20 further comprising:

providing alternative modeled business organization transformation opportunity scenarios responsive to the analysis.

40. The method of claim 20, wherein the receiving business organization data inputs includes receiving at least one of business organization data regarding As-Is cost data, As-Is time data, To-Be basic data, To-Be labor sourcing data, To-Be non-labor sourcing data, To-Be outsource cost data, retained transition cost data, and retained benefits schedule data.

41. The method of claim 20, wherein the analyzing at least one data input in accordance with at least one industry threshold includes generating at least one of generating As-Is cost analysis information, activity analysis information, and business organization sizing analysis information.

42. The method of claim 20, wherein the modeling a transformation opportunity scenario includes generating at least one of solution summary information, cash flow with growth information, cash flow no growth information, and pro forma summary information.

43. The method of claim 20, wherein the software tool is implemented as a spreadsheet executed in conjunction with a spreadsheet program, and where:

the receiving a plurality of business organization data inputs includes receiving a plurality of business organization data inputs at a data input field of the spreadsheet;

the analyzing at least one of the business organization data inputs in accordance with at least one industry threshold includes performing a calculation between at least one data input field of the spreadsheet, and at least one industry standard provided at an industry standard field of the spreadsheet, the calculation being placed at a respective result field of the spreadsheet corresponding to at least one of the data input and the industry threshold; and

the modeling a business organization transformation opportunity scenario with respect to a particular function of the business organization responsive to the analysis includes providing comparison information between at least one of a business organization data input and an industry threshold, and at least one calculation of corresponding result field.

44. The method of claim 20, wherein the analyzing at least one of the business organization data inputs in accordance with at least one industry threshold includes analyzing at least one of the business organization data inputs in accordance with information regarding at least one of a number of employees desired for performing a particular function of the business organization, cost information for transforming the particular function, labor information for transforming the particular function, and technology information for transforming the particular function.

45. The method of claim 20, wherein the analyzing at least one of the business organization data inputs in accordance with at least one industry threshold includes analyzing at least one of the business organization data inputs in accordance with at least one of an internal threshold regarding information from a transformation organization performing the analysis of the business organization for transformation, and an external industry threshold provided by an external organization specializing in providing industry thresholds.

46. The method of claim 45, wherein the analyzing at least one of the business organization data inputs in accordance with at least one internal threshold includes analyzing at least one of the business organization data inputs in accordance with at least one of assumptions regarding a number of employees desired for performing a particular function of the business organization, cost information for transforming the particular function, labor information for transforming

the particular function, and technology information for transforming the particular function.

47. A method of identifying a business organization transformation opportunity using a software tool operating on a computer, comprising:

receiving at the software tool a plurality of business organization data inputs;

analyzing at least one of the business organization data inputs in accordance with at least one industry threshold, by generating at least one of

current metric information indicating a current state of the business organization, and

end-state summary information indicating a state of the business organization if a modeled transformation scenario is initiated; and

modeling a business organization transformation opportunity scenario with respect to a particular function of the business organization responsive to the analysis.

48. The method of claim 47, wherein the receiving business organization data inputs includes receiving data including at least one of current general client data, client growth rate assumptions, client human resource operating cost data, client activity analysis information, and implementation cost estimate assumptions.

49. The method of claim 47, wherein the receiving a plurality of business organization data inputs includes receiving at least one business organization input from a user entering the at least one business organization data input at the software tool.

50. The method of claim 47, wherein the modeling the business organization transformation opportunity scenario includes modeling at least one of a broad-outsourcing transformation scenario, internal transformation scenario, and a

mixed transformation scenario for the particular function of the business organization.

51. The method of claim 50, wherein:

modeling the broad-outsourcing transformation scenario includes modeling the broad-outsourcing transformation scenario to outsource at least a pre-selected upper bound of a particular function of the business organization;

modeling the mixed transformation scenario includes modeling the mixed transformation scenario to outsource between a pre-selected lower bound and the pre-selected upper bound of the particular function of the business organization; and

modeling the internal transformation scenario includes modeling the internal transformation scenario to outsource less than the pre-selected lower bound of the particular function of the business organization.

52. The method of claim 51, wherein the modeling of the at least one of a broad-outsourcing transformation scenario and a mixed transformation scenario for the particular function of the business organization includes outsourcing at least one sub-function of the particular function of the business organization.

53. The method of claim 51, wherein the modeling of the at least one of the mixed and internal transformation scenarios includes internally restructuring at least some of a remaining portion of the particular function of the business organization.

54. The method of claim 53, wherein the restructuring of the at least one of the mixed and internal transformation scenarios for the particular function of the business organization includes restructuring at least one sub-function of the particular function of the business organization.

55. The method of claim 47, wherein the modeling the business organization transformation opportunity scenario with respect to a particular function of the business organization includes modeling a human resources business organization transformation opportunity scenario.

56. The method of claim 47, wherein the modeling the business organization transformation opportunity scenario with respect to a particular function of the business organization comprises modeling the business organization transformation opportunity scenario including model information regarding at least one sub-function of the particular function.

57. The method of claim 56, wherein the particular function is a human resource function, and the modeling the business organization transformation opportunity scenario including model information regarding at least one sub-function of the particular function includes modeling the business organization transformation opportunity scenario including information regarding at least one of a recruiting, time and attendance, training and development, performance management, compensation and benefits, employee relations, organization effectiveness, human resources management, knowledge management, human resources information systems and reporting, payroll and vendor management sub-function of the human resource function.

58. The method of claim 47, further comprising:  
providing a cost-savings estimate corresponding to use of a modeled business organization transformation opportunity scenario.

59. The method of claim 47 further comprising:  
providing alternative modeled business organization transformation opportunity scenarios responsive to the analysis.

60. The method of claim 47, wherein the software tool is implemented as a spreadsheet executed in conjunction with a spreadsheet program, and where:

the receiving a plurality of business organization data inputs includes receiving a plurality of business organization data inputs at a data input field of the spreadsheet;

the analyzing at least one of the business organization data inputs in accordance with at least one industry threshold, includes generating at least one of current metric information and end-state summary information by performing a calculation between at least one data input field of the spreadsheet, and at least one industry standard provided at an industry standard field of the spreadsheet, the calculation being placed at a respective result field of the spreadsheet corresponding to at least one of the current metric information and end-state summary information; and

the modeling a business organization transformation opportunity scenario with respect to a particular function of the business organization responsive to the analysis includes providing comparison information between at least one of a business organization data input and an industry threshold, and at least one calculation of corresponding result field.

61. The method of claim 47, wherein the analyzing at least one of the business organization data inputs in accordance with at least one industry threshold by generating at least one of current metric information and end-state summary information includes analyzing at least one of the business organization data inputs in accordance with information regarding at least one of a number of employees desired for performing a particular function of the business organization, cost information for transforming the particular function, labor information for transforming the particular function, and technology information for transforming the particular function.

62. A method of identifying a business organization transformation opportunity using a software tool operating on a computer, comprising:

receiving at the software tool a plurality of business organization data inputs;

analyzing at least one of the business organization data inputs in accordance with at least one industry threshold, by generating at least one of As-Is cost analysis information, activity analysis information, and business organization sizing analysis information; and

modeling a business organization transformation opportunity scenario with respect to a particular function of the business organization responsive to the analysis.

63. The method of claim 62, wherein the receiving business organization data inputs includes receiving at least one of business organization data regarding As-Is cost data, As-Is time data, To-Be basic data, To-Be labor sourcing data, To-Be non-labor sourcing data, To-Be outsource cost data, retained transition cost data, and retained benefits schedule data.

64. The method of claim 62, wherein the receiving a plurality of business organization data inputs includes receiving at least one business organization input from a user entering the at least one business organization data input at the software tool.

65. The method of claim 62, wherein the receiving a plurality of business organization data inputs includes receiving at least one business organization input from a tool related to the software tool.

66. The method of claim 65, wherein the receiving at least one business organization input from the related tool includes receiving at least one business organization input from an HTML survey.

67. The method of claim 66, wherein the receiving at least one business organization input from an HTML survey includes prompting a user of the HTML survey for at least one of the business organization data inputs.

68. The method of claim 65, further comprising providing to the software tool the at least one business organization data input received at the related tool.

69. The method of claim 68, wherein the providing to the software tool the at least one business organization data input received at the related tool includes:

receiving at a database the at least one business organization data input; and

receiving at the software tool the at least one business organization data input from the database.

70. The method of claim 68, wherein the providing to the software tool the at least one business organization data input received at the related tool includes:

generating a related tool report responsive to at least one business organization data input received at the related tool; and

entering information regarding at least one business organization data input from the related tool report at the software tool.

71. The method of claim 62, wherein the modeling the business organization transformation opportunity scenario includes modeling at least one of a broad-outsourcing transformation scenario, internal transformation scenario, and a mixed transformation scenario for the particular function of the business organization.

72. The method of claim 71, wherein:

modeling the broad-outsourcing transformation scenario includes modeling the broad-outsourcing transformation scenario to outsource at least a pre-determined upper bound of a particular function of the business organization;

modeling the mixed transformation scenario includes modeling the mixed transformation scenario to outsource between a pre-determined lower bound and the pre-determined upper bound of the particular function of the business organization; and

modeling the internal transformation scenario includes modeling the internal transformation scenario to outsource less than the pre-determine lower bound of the particular function of the business organization.

73. The method of claim 72, wherein the modeling of the at least one of a broad-outsourcing transformation scenario and a mixed transformation scenario for the particular function of the business organization includes outsourcing at least one sub-function of the particular function of the business organization.

74. The method of claim 72, wherein the modeling of the at least one of the mixed and internal transformation scenarios includes internally restructuring at least some of a remaining portion of the particular function of the business organization.

75. The method of claim 74, wherein the restructuring of the at least one of the mixed and internal transformation scenarios for the particular function of the business organization includes restructuring at least one sub-function of the particular function of the business organization.

76. The method of claim 62, wherein the modeling the business organization transformation opportunity scenario with respect to a particular function of the business organization includes modeling a human resources business organization transformation opportunity scenario.

77. The method of claim 62, wherein the modeling the business organization transformation opportunity scenario with respect to a particular function of the business organization comprises modeling the business organization transformation opportunity scenario including model information regarding at least one sub-function of the particular function.

78. The method of claim 62, further comprising:  
providing a cost-savings estimate corresponding to use of a modeled business organization transformation opportunity scenario.

79. The method of claim 62 further comprising:  
providing alternative modeled business organization transformation opportunity scenarios responsive to the analysis.

80. The method of claim 62, wherein the modeling a transformation opportunity scenario includes generating at least one of solution summary information, cash flow with growth information, cash flow no growth information, and pro forma summary information.

81. The method of claim 62, wherein the software tool is implemented as a spreadsheet executed in conjunction with a spreadsheet program, and where:

the receiving a plurality of business organization data inputs includes receiving a plurality of business organization data inputs at a data input field of the spreadsheet;

the analyzing at least one of the business organization data inputs in accordance with at least one industry threshold includes generating at least one of As-Is cost analysis information, activity analysis information, and business organization sizing analysis information by performing a calculation between at least one data input field of the spreadsheet, and at least one industry

standard provided at an industry standard field of the spreadsheet, the calculation being placed at a respective result field of the spreadsheet corresponding to at least one of the As-Is cost analysis information, activity analysis information, and business organization sizing analysis information; and

the modeling a business organization transformation opportunity scenario with respect to a particular function of the business organization responsive to the analysis includes providing comparison information between at least one of a business organization data input and an industry threshold, and at least one calculation of corresponding result field.

82. The method of claim 62, wherein the analyzing at least one of the business organization data inputs in accordance with at least one industry threshold by generating at least one of As-Is cost analysis information, activity analysis information, and business organization sizing analysis information, includes analyzing at least one of the business organization data inputs in accordance with information regarding at least one of a number of employees desired for performing a particular function of the business organization, cost information for transforming the particular function, labor information for transforming the particular function, and technology information for transforming the particular function.

83. A user interface for a software tool, the software tool useful for modeling a transformation scenario for a business organization, the user interface presented to an individual user using a computer executing the software tool, the user interface comprising:

a first component including a first set of data fields for receiving a plurality of business organization data inputs;

a second component including a second set of data fields for providing information about an analysis of the plurality of data fields in accordance with at least one industry threshold;

a third component including a third set of data fields for providing information about a modeled transformation scenario for the business organization;

wherein at least one of the data fields providing information regarding the modeled transformation scenario is updated as additional of the plurality of business organization data inputs are received at the software tool.

84. The user interface of claim 83, wherein the third component including a third set of data fields for providing information about a modeled transformation scenario includes the third set of data fields for providing information about a modeled human resources transformation scenario for the business organization.

85. The user interface of claim 83, wherein the third component including a third set of data fields for providing information about a modeled transformation scenario, includes the third set of data fields for providing information about at least one of a broad-outsourcing transformation, internal transformation, and mixed outsourcing and internal transformation modeled transformation scenarios.

86. The user interface of claim 83, further including a fourth component having a fourth set of data fields for receiving a plurality of business organization data inputs from a related software tool running on the computer.